



BUILDING STRATEGIC CAPABILITIES



DEPARTMENT OF DEFENSE
2009 WORLDWIDE HUMAN
RESOURCES CONFERENCE

July 2009

**Staffing Challenges
and
Contemporary Strategies**

Staffing Challenge

- NSPS Changes December 2008 and March 2009
 - Career-Conditional and Tenure 2
 - Probationary periods coincide with the one year prescribed by OPM
 - Career Ladder Promotion requires a level 3 rating of record
 - No limit on the length of details or any requirement to extend them incrementally
 - “Rule of Three” does not apply to NSPS

Contemporary Strategies

- Time-in-Grade
- Military Retirees and Terminal Leave
- Proposed Revisions to Qualifications
- Reemployed Annuitants
- Veterans

Contemporary Strategies

Time-in-Grade

- Rescission Delayed until at least August 19, 2009
- OPM has delayed twice, perhaps again
- Qualifications experience level unchanged - one year at lower grade or pay band still required

Contemporary Strategies

Military Retirees and Terminal Leave

- Short window, a few hundred employees
- Corrections may require 2 actions
- Awaiting waivers and claims processing guidance

Contemporary Strategies

- Proposed revisions to OPM Qualification Standards
 - Two-Grade Administrative Support Positions
 - Two-Grade Scientific and Professional Positions
- Negative comments from components
- Not yet implemented

Contemporary Strategies

- Reemployed Annuitants
 - Hired Before 24 November, 2003
 - Hired After 24 November, 2003
- Differences in benefits, annuity, leave, length of appointment, even the definition of “employee”
- All reemployed annuitants are currently hired under National Defense Authorization Act (NDAA) FY 2004

Contemporary Strategies

*Reemployed Annuitants Hired After
24 November, 2003:*

“If an annuitant receiving an annuity from the Civil Service Retirement and Disability Fund becomes employed in a position within DoD, his annuity shall continue. An annuitant so employed shall not be considered an employee for purposes of Title 5, Chapter 83 (CSRS) or 84 (FERS).”

Contemporary Strategies

More information on hiring reemployed annuitants can be found in DoD Instruction (DoDI) 1400.25, Volume 300

Or by contacting CPMS Benefits & Entitlements:

www.cpms.osd.mil/fas/benefits/benefits_index.aspx

Or Staffing and Development:

www.cpms.osd.mil/fas/staffing/staffing_index.aspx

Contemporary Strategies

- Veterans Issues
 - Recent Cases
 - Procedures For Excepted Service Pass Over of 30% the Same as Competitive Service
 - Must “Consider” VEOA Applicants When Open to Outside Current Workforce – DoD, Not Component